

55 Situational Judgement interview questions to assess candidates at all levels

Questions

1. How would you handle a situation where a colleague takes credit for your work during a team meeting?
2. Imagine you're leading a project that's falling behind schedule. How would you get it back on track?
3. You notice a coworker consistently coming in late and leaving early, affecting team productivity. How do you address this?
4. A client is unhappy with a product you've delivered and is threatening to terminate the contract. How do you salvage the situation?
5. You've been asked to implement a new company policy that you disagree with. How do you handle this situation?
6. How would you handle a situation where you made a mistake that could potentially cost the company a significant amount of money?
7. A team member is struggling with their workload and you're not sure how to help them. What do you do?
8. You overhear two coworkers arguing loudly in the office. How would you handle the situation?
9. Your manager gives you feedback that you strongly disagree with. How do you respond?
10. A customer is confused about how to use your product and reaches out to you for help. What steps do you take?
11. You find out that a project you worked on is going to be delayed. How do you communicate this to your team?
12. During a team project, you notice that one member is not contributing equally. What actions do you take?
13. You have a great idea for improving a process at work, but your boss seems uninterested. How do you proceed?
14. A colleague asks you for help with a task that is outside of your job description. How do you respond?
15. You receive a negative performance review that you believe is unfair. What do you do next?
16. Your team is facing a tight deadline and one member is consistently not meeting their commitments. How do you address this?
17. How would you handle a situation where a team member is not meeting their deadlines, affecting the project's progress?
18. Imagine you have to work with a difficult client who often changes their requirements. How would you maintain a positive relationship while ensuring project success?
19. How would you approach a situation where you have to provide negative feedback to a team member who is generally a high performer?
20. What steps would you take if you realized a project you're leading is going over budget?
21. How do you handle a situation where you disagree with your manager's decision on a project?
22. Imagine you're part of a cross-functional team with conflicting priorities. How would you ensure smooth collaboration?
23. How would you address a situation where your team is resistant to a new process or tool?
24. What would you do if you found out a team member is working on a personal project during office hours?
25. How would you handle a situation where your project is dependent on another team, but they are not delivering as expected?
26. Describe how you would handle a situation where your team has to quickly adapt to a sudden market change.
27. How would you approach a situation where you have to balance multiple urgent tasks with conflicting deadlines?
28. Imagine you have to make a decision with incomplete information. How do you proceed?
29. You are asked to lead a project in an area outside your expertise. What steps would you take?
30. A key team member unexpectedly resigns right before a major deadline. How do you handle the situation?
31. You receive a request from upper management to prioritize a new project, but your current workload is at capacity. What do you do?
32. You're given two high-priority tasks that both require immediate attention. How do you choose which to tackle first?
33. A decision you made is being questioned by your team. How do you address their concerns while maintaining your stance?
34. You have to decide between two vendors for a critical project, each with its own pros and cons. How do you make your choice?
35. An important project requires cross-department collaboration, but there are existing tensions between the departments. How do you ensure smooth progress?
36. You are given limited resources to complete a project. How do you allocate them effectively?
37. You notice a policy that is causing inefficiencies in your team. How do you propose a change to management?
38. A stakeholder requests a change to a project that will significantly alter its scope. How do you handle this request?
39. How do you handle a situation where you have conflicting priorities from different stakeholders?
40. Describe a time when you had to make a quick decision with limited information. How did you approach it?
41. How would you handle a situation where you discover a significant issue just before a project deadline?
42. How do you approach a situation where you need to implement a major change, but your team is resistant?
43. What steps would you take if you realized a project is going over budget?
44. How do you handle a situation where a team member consistently misses deadlines?
45. Imagine you have to mediate a conflict between two team members. How would you approach it?
46. How would you approach a situation where a key stakeholder has unrealistic expectations for a project?
47. Describe a situation where you had to delegate tasks effectively under tight deadlines.
48. How would you handle a situation where you have to work with a team that has conflicting priorities?
49. Imagine you are assigned a task outside of your expertise. How would you approach it?
50. Describe a time when you had to manage multiple urgent tasks. How did you prioritize them?
51. How would you handle a situation where you need to provide negative feedback to a team member?
52. What steps would you take if you realized a project you're leading is going over budget?